

# **Internal Complaints Committee (ICC)**

## **ALTAF MEMORIAL GOVT. DEGREE COLLEGE KILAM**

### **Policy for Implementation of Guidelines of Statutory/Regulatory Bodies**

AM Government Degree College Kilam Policy for Implementation of Guidelines of Statutory/Regulatory Bodies In pursuance of UGC (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 College has constituted a Committee against Sexual Harassment. AM Government Degree College, Kilam is committed to provide a congenial and conducive atmosphere in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment, and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Objectives of the Committee

1. To evolve a mechanism for the prevention and redressal of sexual harassment cases in the institution.
2. To ensure the implementation of the Honorable Supreme court guidelines and UGC Regulations on (Prevention, Prohibition and Redressal) Sexual harassment of Women at Workplace 2013 in letter and spirit through proper reporting of the complaints and their follow-up procedures.
3. To raise awareness about sexual harassment in its various forms.
4. To create a secure environment that deter acts of sexual harassment.
5. To promote a social and psychological environment that will raise awareness.

#### Definition of Sexual Harassment

Sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. A demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography;
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

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The complainant/ Aggrieved Women can drop written complaint in complaint box installed in the Campus. Complaint box is checked weekly for any complaint received. The complainant/ Aggrieved Women can contact any member of the ICC or mentor. The complaint received is processed as per guidelines set by POSH Act. Grievance form is available on website of college as well. Students can submit their complaint online as well. The offline as well as online mechanism of submission of complaint is disseminated among public via Facebook page/ Website of the College. Confidentiality The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 states that the following details must not be known to the public, press or media in any manner:

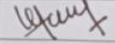
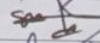
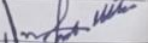
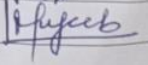
- Identity, name and address of the aggrieved woman, respondent and witnesses
- Information pertaining to conciliation and inquiry proceedings
- Recommendations of ICC
- Action taken by the employer Note that it is not just the complainant's identity, but also that of the accused which is protected (see Section 16 of the Act) The college ensures confidentiality of sexual harassment case is duly maintained.

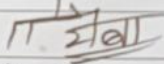


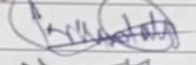

The institution has zero tolerance policy for sexual harassment of women. The College has implemented Government Acts regarding prevention of sexual harassment of women by formation of various committees viz., Internal Complaints Committee, Anti-Ragging Committee, Discipline Committee, Grievance Redressal Cell.

14.	<b>Grievance Redressal Committee</b>			
	Mr. Sheraz Ahmad Lone	History	Convener	<i>[Signature]</i>
	Dr. Khursheed Ahmad	Urdu	Co-convener	<i>[Signature]</i>
	Prof. Ashaq Hussain Baht	Zoology	Member	<i>[Signature]</i>
	Mrs. Mehraba Akbar	Sociology	Member	<i>[Signature]</i>
	Dr. Aijaz Ahmad Mir	Math	Do	<i>[Signature]</i>
15.	<b>Women Empowerment Committee</b>			
	Mr. Mehraba Akbar	Sociology	Convener	<i>[Signature]</i>
	Mr. Niyaz ahmad Khan	EVS	Co-convener	<i>[Signature]</i>
	Mr. Sheraz Ahmad Lone	History	Member	<i>[Signature]</i>
	Dr. Khursheed Ahmad	Urdu	Do	<i>[Signature]</i>
	Mr. Mujeeb Hussian Gattoo	Economics	Do	<i>[Signature]</i>
16.	<b>Excursion/Tour T...</b>			

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29.	<i>Anti Ragging Committee</i>			
	Mr. Mohd Ashraf Ganie	Chemistry	Convener	
	Dr. Khursheed Ahmad	Urdu	Co-convener	
	Dr. Shaukat Ahmad Pala	Botany	Member	
	Dr. Rayees Ahmad Rather	English	Do	
	Mr. Mujeeb Hussian Gattoo	Economics	Do	

36.	<i>Internal Complaint Committee</i>			
	Mrs. Mehraba Akbar	Sociology	Convener	
	Mr. Sheeraz Ahmad Lone	History	Co-convener	
	Prof. Ashaq Hussain Baht	Zoology	Member	
	Mr. Irshad Ahmad Kumar	Education	Member	
	Mr. Niyaz Ahmad Khan	EVS	Do	

37.